

Statewide Commission on the Crisis in Nursing
Meeting the Commission Charge in SB 311 and HB 363

Mid-Point Evaluation

The Commission shall:	Product												
1.Convene <u>A Crisis in Nursing Summit</u> to respond to the nursing shortage in the state.	<ul style="list-style-type: none">Summit convened June 6, 2000—Over 650 nurses prioritize the underlying issues driving the shortage; Workplace Issues Subcommittee added to the three existing SubcommitteesJune 5, 2002 feedback summit attended by over 400 nurses—Status and accomplishments reports by each subcommittee including Nursing Technology (added by legislation, 2002 legislation.												
2. Determine the current extent and long-term implications of the growing nursing personnel shortage in the state.	<p>Based on Demand Model outcomes:</p> <table><tr><td><u>Projections</u></td><td><u>Optimistic</u></td><td><u>Pessimistic</u></td></tr><tr><td>2003 shortage</td><td>1,990</td><td>3,622</td></tr><tr><td>2008 shortage</td><td>2,150</td><td>11,397</td></tr><tr><td>2012 shortage</td><td>11,097</td><td>20,091</td></tr></table> <p>Heller, B. & Sweeney D. (2003), <u>Maryland’s nursing shortage: A workforce crisis</u>. Baltimore, MD: Center for Health Workforce Development University of Maryland.</p> <ul style="list-style-type: none">o Faculty shortage intertwines with nursing shortageo Increase in preventable deaths from failure to rescue and systemic patient care errorso Increased cost related to maintaining agency nurseso Increased nurse flow from direct patient care to non-nursing careerso Increase in agency nurses and nurse unionizationo Healthcare settings that refuse to use agency nurses will offer salaries that are competitive with those of agency nurseso Baby boomers and Generation Y nurses (born between 1979 & 1999) will not tolerate non-competitive, compressed pay and “unfriendly” work settings.o Erosion of public confidence in healthcare	<u>Projections</u>	<u>Optimistic</u>	<u>Pessimistic</u>	2003 shortage	1,990	3,622	2008 shortage	2,150	11,397	2012 shortage	11,097	20,091
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3. Evaluate mechanisms currently available in the state and elsewhere to enhance education, recruitment & retention of nurses in the workforce and to improve quality care.	<ul style="list-style-type: none">Commissioners and subcommittee members attend workshops and annual and regularly scheduled meetings of organizations such as Maryland Higher Education Commission (MHEC), Association of Maryland Hospitals & Health Systems (MHA), Maryland Nurses Association (MNA), Liaison of Maryland Nurses Organizations (LMNO), Maryland Organization of Nurse Executives (MONE), National Academy for State Health Policy’s (NASHP) 15th Annual State Health Policy Conference,												

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<p>Cont'd</p> <p>Evaluate mechanisms currently available in the state and elsewhere to enhance education, recruitment & retention of nurses in the workforce and to improve quality care.</p>	<p>and Delaware Health Care Commission.</p> <ul style="list-style-type: none"> • The Commission and subcommittees invite experts to speak at meetings. • Subcommittees accept requests to present from self-selected speakers, some of whom join the work • Commissioners and subcommittee members gather up-to-date information including research for papers, written projects and presentations. • Supported state legislation that resulted in the passage of: <ul style="list-style-type: none"> ○ SB 537/HB 42-labor and Employment Nurse Involuntary Overtime Prohibition ○ HB 329-Health Care Worker Whistleblower Act
<p>4. Assess the impact of shortages in nursing personnel on access to and delivery of quality patient care.</p>	<ul style="list-style-type: none"> • The paper, <i>Nurses Workplace Issues, Patient Safety and the Quality of Patient Care</i> is the first of five papers to delineated shortage issues. • The survey of 2,925 randomly stratified LPNs and RNs identified supported the paper's information: <ul style="list-style-type: none"> ○ The inability to give quality patient care is the primary reason for wanting to leave the profession by nurses working in hospitals, long-term care and home health/hospice. ○ 87% reported working extra hours, i.e., beyond regularly scheduled hours. ○ Nearly 40% reported that 50% or more of their shift activity is documentation. • The document, <i>Ways to Involve Nurses (RNs and LPNs) in Clinical Decisions that Affect the Ability of the Nurse to Provide Safe and Quality Care</i> identifies five (5) principles that have been distributed to employers of nurses for discussion and subsequent implementation based on organizations' policies and procedures: <ul style="list-style-type: none"> ○ Given the available resources and in discussion with physicians and members of the institution's administrative team, determine the number of patients for which care can be provided ○ Standing nursing positions on committees ○ Equipment purchases determined by committees consisting of experienced clinical practitioners, such as nurses and other healthcare professionals ○ Nurse reassignment should not be a routine practice for staffing a unit

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<p>Cont'd.</p> <p>Assess the impact of shortages in nursing personnel on access to and delivery of quality patient care.</p>	<ul style="list-style-type: none"> ○ Management establish a collaborative mechanism to work with nurses to resolve issues before they impact on patient safety. ● Because of the impact on retention and the psychological well being of nurses and other healthcare providers a pamphlet has been developed on OSHA's procedure for responding to needle sticks. The Nursing Technology Workgroup is developing a survey to determine the technology in use in Maryland and its efficacy.
<p>5. Develop recommendations on and facilitate implementation of strategies to reverse the growing shortage of qualified nursing personnel</p>	<ul style="list-style-type: none"> ● Supported increase financial aid in sufficient amounts to distributed to all qualified students. ● Clarified application of community college out-of-county tuition ● Programs develop that increased the contact between nurses and legislators and nurses and school age children resulted in two consecutive years of the Legislator Shadow Program and the development of a virtual website for school age children, parents and those interested in helping students pursue nursing as a career. ● The “nuts and bolts” of compensation is explored in a paper entitled <i>Compensation as a Function of Retention of Nurses</i> and a holistic application model of compensation concepts in a paper entitled, <i>Total Compensation: A Call for Action to Retain Nurses</i>. ● The Education Subcommittee is gathering information on the how schools/departments of nursing manage students who are not admitted because of the lack of student slots and insufficient faculty or clinical placements. ● The Education Subcommittee is partnering with schools/departments of nursing deans and directors to develop regional study programs for students who fail the licensure examination. The goal is to prepare students to retake the examination as soon as possible after the failure. ● The Recruitment Subcommittee is beginning to plan incentive based teaching models that will allow practicing nurses to supervise clinical students. ● The Education Subcommittee has released the paper, <i>How to Become Nursing Faculty</i> (retitled <i>Faculty Career Awareness</i>). ● Target second-degree students.

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<p>6. Determine the changes needed to existing programs, current scholarship programs and funding mechanisms to better reflect and ccommodate the changing health delivery environment and to improve the quality of care to meet the patient needs.</p>	<ul style="list-style-type: none"> • Supported the Governors \$400,000 base scholarship increase • Supported the legislative tuition award increase from \$2,500 to \$3,000 • Supported updating of the Manpower Incentive Grant 1990-91 reference criterion in favor of MHEC establishing eligible institutional participation criterion • Developed five principles for involving nurses in clinical decisions that affect nursing care (see item 4 above) • The Education subcommittee is investigating the influence of faculty salary on the selection of education as a career choice • The Nursing Technology workgroup is developing a survey to determine the technology in use, its effectiveness, barriers to its use and to establish technology baselines for Maryland healthcare organizations. <p>Used evidence-based research to develop the paper, <i>Nurses Workplace Issues, Patient Safety and Quality Patient Care</i>. The paper identifies what would make nurses leave nursing.</p>
<p>7. Facilitate career advancement within nursing.</p>	<ul style="list-style-type: none"> • All Commission work has an information component that informs nurses of issues and often of varying perspectives of those issues, especially that of employers of nurses. • The value of career ladders is mentioned in the paper entitled, <i>Total Compensation: A Call For Action To Retain Nurses</i>. The Retention Subcommittee has included career ladders as a future topic to explore.
<p>8. Identify more accurately specific shortage areas in a timelier manner.</p>	<ul style="list-style-type: none"> • The selection of data that is most likely to provide accurate views and interpretations of nursing phenomena is an on-going approach, e.g., random sampling the largest nursing practice arenas. • The collected of multifaceted information for surveys and literature searches fosters identification of trends and interrelationships among data. • The use of standard statistical methodology ensures that outcomes are based on good scientific information and on questions for which either answers are unknown or to determine whether answers found in literature are relevant to Maryland.

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9. Project a more positive and professional image of nursing.	<ul style="list-style-type: none"> • An important starting point is improving the work-life of nurses. Information has been collected and continues to be sought to serve as a basis for recommending change. Surveys and literature searches have been conducted to identify the facts relative to nurses' work-life. • The products and activities for and with middle and high school students, faculty and counselors are integral to projecting a positive nursing image. • An important outcome of the workplace paper was the development of a preface that is to be included in all Commission papers. • Working on selecting a design and criteria for scouts to earn a health patch as a way to introduce males to health careers.
10. Project a more positive and professional image of nursing.	<ul style="list-style-type: none"> • Responded to all interested parties' queries about the nursing shortage (nurses, media, physicians, legislators and students) • Redirected queries on the shortage to appropriate sources • Interacted with government, private and public entities who are focusing on alleviating the nursing shortage • Board of Nurses serves as a clearinghouse for nurses' complaints about poor care and the inability to provide quality nursing care.
11. Serve as an advisory to public and private entities to facilitate implementation of the recommendations.	<ul style="list-style-type: none"> • Responded to all interested parties queries about the nursing shortage (nurses, media, physicians, legislators and students) • Redirected queries on the shortage to appropriate sources • Interacted with government, private and public entities who are focusing on alleviating the nursing shortage • Board of Nurses serves as a clearinghouse for nurses' complaints about poor care and the inability to provide quality nursing care.